

# EXHIBIT 16

**From:** [M. Jackson](#)  
**To:** [Anthony Eid](#)  
**Cc:** [Richard Baker](#); [Vickie Muhammad](#); [Margit Chadwell](#); [Loretta Robichaud](#)  
**Subject:** Professionalism Committee Decision  
**Date:** Monday, February 11, 2019 8:48:00 AM  
**Attachments:** [Anthony Eid Professionalism Committee decision.pdf](#)

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Mr. Eid –

Following the hearing on February 7, 2019 the professionalism committee has decided to refer your case to the promotions committee with a recommendation for dismissal. The attached letter details the decision-making process. You will be contacted with the date of the promotions committee hearing.

Matt Jackson, PhD  
Chair, Professionalism Committee  
Assistant Dean



School of Medicine  
Academic and Student Programs  
320 E. Canfield Avenue  
Detroit MI 48201  
313 577 1450

February 11, 2019

Anthony Eid  
1247 Selden  
Detroit, MI 48201

Dear Mr. Eid:

The professionalism committee convened on February 7, 2019 to review reported violations of the Wayne State University School of Medicine professionalism standards; you appeared at the hearing. Prior to the professionalism committee hearing, on November 30, 2018, you met with Nikolina Camaj, Associate Director and Student Conduct Officer, Wayne State University Dean of Students Office, to address a harassment complaint filed by a former Wayne State University student. On December 4, 2018 Ms. Camaj forwarded a summary of her investigation to the School of Medicine for adjudication. The School of Medicine adjudicates misconduct complaints through a hearing before the professionalism committee. You were given notice of the hearing date as well as an opportunity to review documents that were provided to the committee. You and I met on January 25, 2019 to review the documents.

The Professionalism Committee has decided to refer your case to the School of Medicine promotions committee with a recommendation for dismissal. Dr. Richard Baker, Vice Dean for Medical Education, chairs that committee.

The professionalism committee expressed the opinion that you have demonstrated a pattern of harassment and misrepresentation that is not consistent with the values and attributes that are the core professionalism standards for Wayne State University School of Medicine:

- Professional responsibility
- Competence and self-improvement
- Respect for others and for professional relationships
- Honesty including academic integrity
- Personal responsibility
- Social responsibility

You will be contacted with the date of the promotions committee meeting.

Sincerely,



Matt Jackson, Ph.D.  
Chair, Professionalism Committee  
Assistant Dean

cc: Dr. Richard Baker, Vice Dean Medical Education  
Ms. Loretta Robichuad, University Counselor  
Dr. Margit Chadwell, Associate Dean for Student Affairs  
Ms. Vickie Muhammad, Assistant to the Vice Dean